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Final Report  
Summary of Research Activities

"SEX-SPECIFIC STEREOTYPING, REWARD SYSTEMS,  
AND RESPONSE PATTERNS IN WORK GROUPS"

by  
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March, 1979

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20. ABSTRACT (Continue on reverse side if necessary and identify by block number) The purpose of this report was to summarize research and reporting activities designed to investigate the general validity of a theoretical model describing the psychosocial dynamics of sex discrimination in work groups and conducted under the subject contract. No new technical data is reported.		

## Introduction

ONR Contract #N-00014-77-C-9625 with Validated Instruction Associates, Inc., of Albion, Michigan, was initiated on 1 August 1977 and terminates 31 March 1979. The purpose of the contract was to support basic research on sex-specific stereotyping, reward systems, and response patterns in Navy work groups.

The theoretical framework guiding the research was the "cycle of defeat" (Hinsdale, 1976), a model describing how social and psychological variables in work groups interact in a mutually reinforcing manner (see Figure 1, p. 3). This cyclical process is hypothesized to maintain both sex stereotypes and traditional sex roles in work groups, and is thought to inhibit seriously the career achievement of women.

The following summary outlines the major activities and accomplishments under this contract.

## Activities

General. Five data collection efforts were conducted during the course of the contract. The first of these, which was completed in October, 1977, was designed to investigate sex stereotypes in the Navy system. The data collection effort involved surveying 172 each male and female Navy enlisted personnel at the E-4 through E-9 paygrades. Subjects were asked to describe the "real" and "ideal" Navy enlisted man, woman, and person in relation to 142 traits. The results are reported in Technical Report #1, "Masculinity, Femininity, and the Workplace: A Study of Stereotypes" (see p. 8, Related References").

The second data collection effort, which was completed in May, 1978, involved surveying 243 Navy enlisted supervisory personnel, 206 Navy enlisted nonsupervisory personnel, and 63 Navy detailers to determine the relative adaptiveness of masculinity, femininity, and androgyny in the Navy systems.

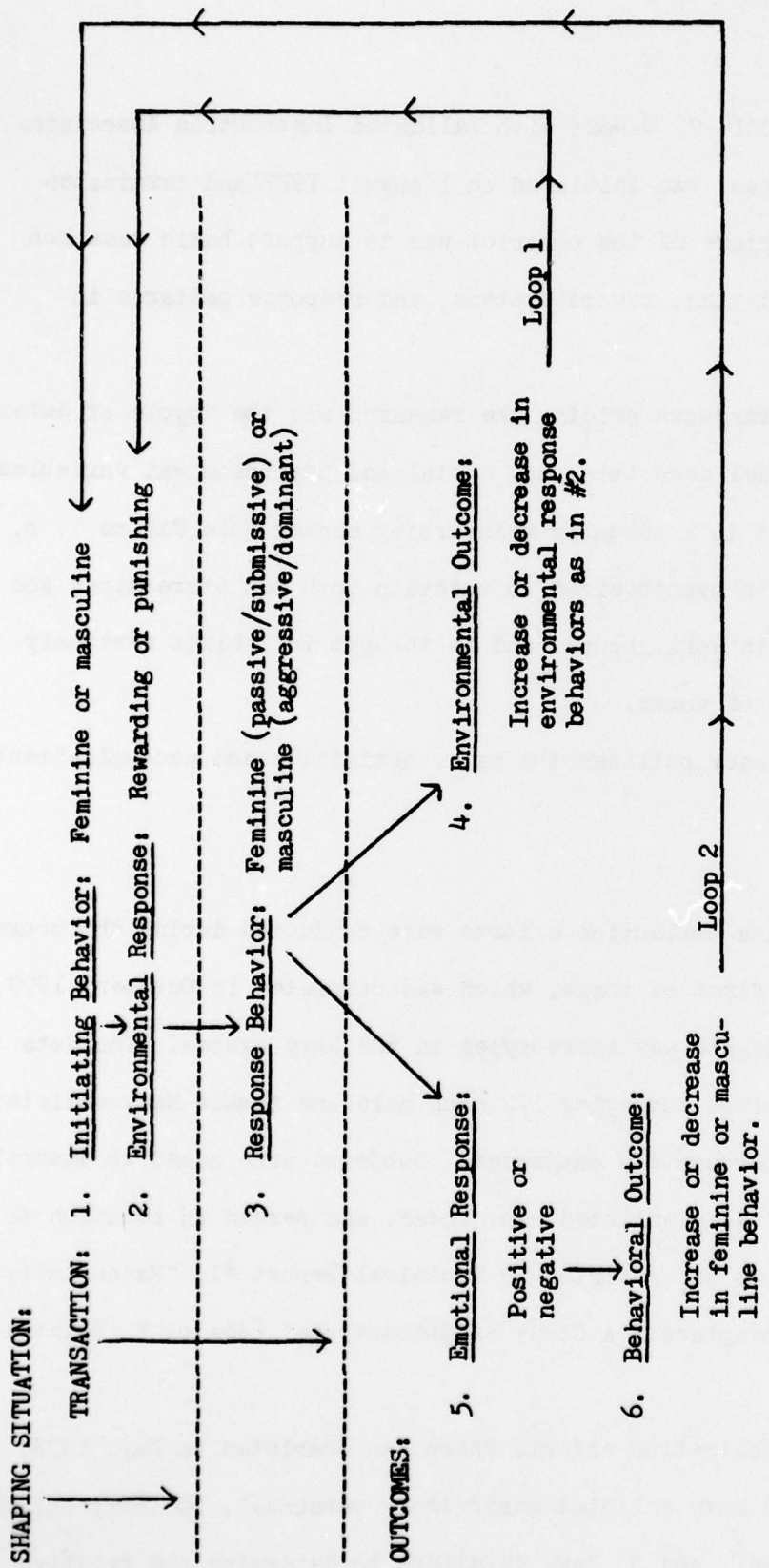


Figure 1. The six areas of investigation in the cycle of defeat.

Subjects were asked to rate the success, adjustment and attainment they would expect for one of six hypothetical personalities, including masculine, feminine, and androgynous recruits of each sex. Subjects also were asked to rate the extent to which each trait used in describing the personalities would help or hinder career advancement. The results of this study are contained in Technical Report #2, "Masculinity, Femininity, and Androgyny: What Really Works at Work?" (see p. 8).

The purpose of the third data collection phase was twofold: first, to investigate the accuracy of the sex stereotypes identified in our first study, and second, to determine whether women and men perceive stereotypic expectations for their behavior among their immediate peers and superiors. Accordingly, this study included the administration of two survey instruments to 95 each male and female personnel at E-1 through the E-5 paygrades. The first instrument asked respondents to describe themselves in relation to the 74 sex stereotypes from our initial research. The second asked subjects to describe themselves, how others think they are, and how others think they ought to be on the sex-typed items on the Bem Sex-Role Inventory or BSRI. This data collection effort generated Technical Reports #3 and #4, "Stereotypes of Working Women: Fact or Fiction?" and "Women in Work Groups: Misperceptions and Missed Expectations" (see p. 8).

Two purposes were served as well in the fourth data collection effort, which involved direct investigations of the cycle of defeat. The first purpose was to investigate differential reward systems for males and females in Navy work groups (see Figure 1, points 1 and 2); the second was to determine if women and men display different response patterns, emotional responses, and behavioral outcomes as a result of rewarding and punitive situations (see Figure 1, points 3-6). Two survey instruments were developed for this effort. They first asked respondents to indicate how they would

respond to a series of 19 masculine and 19 feminine behaviors, derived from the BSRI, as displayed by one of four personalities: a male or female subordinate or co-worker. The second instrument presented 16 "shaping situations" (see Figure 1), and asked respondents to describe, for each situation, their own response (point 3), how this response would predispose others to behave (point 4), how they would feel as a result of their response (point 5), and how it would predispose them to behave in future situations (point 6). The two instruments were administered simultaneously to 112 male and 104 female personnel at the E-1 through E-9 paygrades. The outcomes are contained in Technical Reports #5 and #6, "Patterns of Approval in Work Groups: Treating the Sexes Equally," and "Working Women and the Cycle of Defeat: Sex-Specific Responses and Their Emotional and Behavioral Consequences" (see p. 8).

In February and March, 1979, a fifth and final data collection effort was conducted with multiple purposes. First, 23 E-6 and E-7 females, who, because of their outstanding records, had been assigned as company commanders, were interviewed at RTC Orlando. Containing both scaled and open-ended items, this interview was conducted to ascertain whether or not these "Master Performers" had encountered the posited "cycle of defeat," and, if so, had developed strategies to overcome it. Further, it was thought that a behavioral taxonomy of such strategies might prove developable. To meet a second objective, data were collected to ascertain the construct validity of the Hinsdale-VIA Situational Inventory (HVSII). To meet a third purpose, 19 E-1 males and 21 E-1 females were interviewed to collect further validation data vis-a-vis the psycho-social model of defeat.

Owing to the lead time required in accessing subjects and to VIA's responses to the various requests from ONR and BuPers discussed below, analysis and reporting of these data must be deferred pending a follow-on contract.

Miscellaneous:

Several special requests were addressed under the auspices of this contract which were not formal requirements but which were undertaken at the instance of ONR and with the approval of the scientific officer. These included:

1. Special analysis of applied data gathered under a companion contract with NPRDC. The purpose of the analysis was to isolate differences between Navy enlisted women in traditional and non-traditional jobs. The results appear in a special report: "Navy Enlisted Women in Traditional and Non-traditional Jobs."

2. Participation in an ONR sponsored symposium: "Issues in Organizational Development and Effectiveness in Military Organizations" in Toronto, August 27, 1978.

3. Completion of an article for Naval Research Reviews, "Why Working Women Fail: The Maintenance of Sex Roles and Stereotyping in Work Groups."

4. Preparation for and participation in the ONR sponsored symposium: "The Criterion Problem in Inter-group Relations."

Professional Labor

Overall, the contract called for 2,425 hours of professional labor, plus or minus 10%. As of submission of this final report, 2,623 professional hours have been expended.

Future Research

Owing to the relatively small sizes of the n's, the findings in the studies conducted thus far have been suggestive rather than conclusive, but they do suggest the validity of those portions of the model dealing with encountered stereotypes and with the interactions of situations and their affective outcomes at the work group level. In the latter instance, these interactions appear to act as determinants of future behavior along the lines that the



model suggests.

VIA therefore wishes in the future to complete the analysis and reporting of the data collected in the fifth data collection effort. Also, VIA wishes to replicate certain of its studies in populations of female officers, in the other services, and in the civilian sector. A concept paper describing the direction and suggesting procedures for that replication will be forthcoming.

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